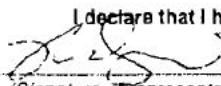


| | | | | |
|---|--|---|--|------------------------------|
| UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER | | DO NOT WRITE IN THIS SPACE Case 10-CA-135461 | | Date Filed 8-27-14 |
| INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. | | | | |
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | | |
| a. Name of Employer Dejas Management d/b/a McDonalds & McDonald's Corp., as Joint and Single Employers | | | b. Number of workers employed 20 | |
| c. Address Store: 409 Blandwood Ave Greensboro, NC 27401 McDonald's Corp.: 2111 McDonald's Dr. Oak Brook, IL 60523 | | d. Employer Representative Store: Corporate: Gloria Santana | | e. Telephone No. |
| f. Type of Establishment Restaurant | | g. Identify principal product or service Food Service | | |
| h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection s(1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. | | | | |
| 2. BASIS OF THE CHARGE (Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) | | | | |
| In or around (b) (6), (b) (7)(C) 2014, the above named employer unlawfully interfered with, restrained, and coerced employees in the exercise of their rights under the Act by terminating (b) (6), (b) (7)(C) for engaging in protected concerted activity. | | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) | | | | |
| Southern Workers Organizing Committee | | | | |
| 4a. Address (street and number, city, state, and ZIP code) | | | 4b. Telephone No. | |
| 2220 N. Roxboro Ave. Durham, NC 27701 | | | (b) (6), (b) (7)(C) | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | | | |
|  (Signature of representative or person making charge) | | | Paul Smith, Attorney (Title if any) | |
| Address <u>Patterson Harkavy LLP, 100 Europa Dr. Chapel Hill, NC 27517</u> | | | <u>919.942.5200</u> | |
| (Date) <u>8/26/2014</u> | | | (Telephone No.) | |
| WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) | | | | |



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlr.gov
Telephone: (336)631-5201
Fax: (336)631-5210



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August 27, 2014

Dejas Management d/b/a McDonald's & McDonald's Corp.
as Joint and Single Employers
409 Blandwood Ave
Greensboro, NC 27401

Gloria Santona, General Counsel
McDonald's Corp.
2111 McDonald's Drive
Oak Brook, IL 60523

Re: Dejas Management d/b/a McDonald's &
McDonald's Corp. as Joint and Single
Employers
Case 10-CA-135461

Dear Ms. Santona:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner KEVIN CRAWFORD whose telephone number is (336)631-5250. If this Board agent is not available, you may contact Supervisory Attorney SHANNON R. MEARES whose telephone number is (336)631-5230.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts

and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB

August 27, 2014

office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Nancy Wilson
Acting Regional Director

By:



Scott C. Thompson
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

Dejas Management d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

CASE NUMBER

10-CA-135461

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES

NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**DEJAS MANAGEMENT D/B/A MCDONALD'S
& MCDONALD'S CORP. AS JOINT AND
SINGLE EMPLOYERS**

Charged Party

and

**SOUTHERN WORKERS ORGANIZING
COMMITTEE**

Charging Party

Case 10-CA-135461

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on August 27, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Dejas Management d/b/a Mcdonald's &
Mcdonald's Corp. as Joint and Single
Employers
409 Blandwood Ave
Greensboro, NC 27401

Gloria Santona, General Counsel
McDonald's Corp.
2111 McDonald's Drive
Oak Brook, IL 60523

August 27, 2014

Date

Lisa A. Davis, Designated Agent of NLRB

Name

/s/ Lisa A. Davis

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
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August 27, 2014

Southern Workers Organizing Committee
2220 N. Roxboro St.
Durham, NC 27701

Re: Dejas Management d/b/a McDonald's &
McDonald's Corp. as Joint and Single
Employers
Case 10-CA-135461

Dear Sir or Madam:

The charge that you filed in this case on August 27, 2014 has been docketed as case number 10-CA-135461. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner KEVIN CRAWFORD whose telephone number is (336)631-5250. If this Board agent is not available, you may contact Supervisory Attorney SHANNON R. MEARES whose telephone number is (336)631-5230.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

August 27, 2014

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Nancy Wilson
Acting Regional Director

By:



Scott C. Thompson
Officer in Charge

cc: Paul Smith, Esq.
Patterson Harkavy LLP
100 Europa Drive, Suite 250
Chapel Hill, NC 27517

From: [Crawford, Kevin](#)
To: ["Lauren Bonds"](#)
Subject: Case 10-CA-135461 (Dejas Management d/b/a McDonalds)
Date: Friday, August 29, 2014 9:38:00 AM

Ms. Bonds,

I received your voicemail message in regard to the above-referenced case. However, I was unable to return your call because I do not have your contact number. Please call me so that we can schedule an affidavit for (b) (6), (b) (7)(C). Thanks in advance.

Very respectfully,
Kevin S. Crawford
Board Agent
National Labor Relations Board - Subregion 11
4035 University Parkway, Suite 200
Winston-Salem, NC 27106-3325
Phone: (336)631-5250
Fax: (336)631-5210
E-mail: Kevin.Crawford@nrlb.gov

From: [Crawford, Kevin](#)
To: "Lauren Bonds"
Subject: RE: Case 10-CA-135461 (Dejas Management d/b/a McDonalds)
Date: Wednesday, September 3, 2014 10:08:00 AM

Good morning Ms. Bonds,

Please confirm that (b) (6), (b) (7)(C) will be available on Wednesday, September 10, 2014 to provide (b) (6), (b) (7)(C) affidavit. If not, I am going to request that the Union withdraw its charge and refile when (b) (6), (b) (7)(C) is available. Thanks in advance.

Very respectfully,
Kevin S. Crawford
Board Agent
National Labor Relations Board - Subregion 11
4035 University Parkway, Suite 200
Winston-Salem, NC 27106-3325
Phone: (336)631-5250
Fax: (336)631-5210
E-mail: Kevin.Crawford@nlrb.gov

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Tuesday, September 02, 2014 1:04 PM
To: Crawford, Kevin
Subject: Re: Case 10-CA-135461 (Dejas Management d/b/a McDonalds)

Hello Mr. Crawford,

Sorry for the delay in getting back to you. Can we stick with our Wednesday, September 10th morning affidavit time for (b) (6), (b) (7)(C) affidavit? It took me a while to get in touch with (b) (6), (b) (7)(C) and now (b) (6), (b) (7)(C) is unable to make the Friday date. (b) (6), (b) (7)(C) might be able to move things around if necessary.

Best,

Lauren

On Fri, Aug 29, 2014 at 8:37 AM, Crawford, Kevin <Kevin.Crawford@nlrb.gov> wrote:
Ms. Bonds,

I received your voicemail message in regard to the above-referenced case. However, I was unable to return your call because I do not have your contact number. Please call me so that we can schedule an affidavit for (b) (6), (b) (7)(C). Thanks in advance.

Very respectfully,
Kevin S. Crawford
Board Agent
National Labor Relations Board - Subregion 11
4035 University Parkway, Suite 200
Winston-Salem, NC 27106-3325

Phone: [\(336\)631-5250](tel:(336)631-5250)

Fax: [\(336\)631-5210](tel:(336)631-5210)

E-mail: Kevin.Crawford@nlrb.gov

--

Lauren Bonds

Law Fellow

Service Employees International Union

From: [Dunham, Geoffrey](#)
To: [Meares, Shannon R.](#)
Cc: [Jaffe, Leah Z.](#); [Tursell, Beth](#)
Subject: FW: Dejas Management d/b/a McDonald's and McDonald's Corp as Joint and Single ERs (10-CA-135461)
Date: Thursday, September 11, 2014 9:27:05 AM

Shannon, yes, please send all McDonalds material to me and you can copy Leah on those emails. You may process the withdrawal of the below referenced charge. Thanks, Geoff

From: Meares, Shannon R.
Sent: Thursday, September 11, 2014 6:10 AM
To: Jaffe, Leah Z.; Dunham, Geoffrey
Subject: RE: Dejas Management d/b/a McDonald's and McDonald's Corp as Joint and Single ERs (10-CA-135461)

Sorry Leah; the coordination information on the Intranet indicates that we should email you. For future reference, should all McDonalds cases go to Geoff?

From: Jaffe, Leah Z.
Sent: Wednesday, September 10, 2014 5:32 PM
To: Meares, Shannon R.; Dunham, Geoffrey
Subject: RE: Dejas Management d/b/a McDonald's and McDonald's Corp as Joint and Single ERs (10-CA-135461)

I am forwarding your inquiry to DRA Geoff Dunham, who is coordinator this matter.

Leah Z. Jaffe
Regional Attorney
National Labor Relations Board, Region 2
26 Federal Plaza, Room 3614
New York, N.Y. 10278
(212) 264-0336
FAX (212) 264-2450
leah.jaffe@nrlrb.gov

From: Meares, Shannon R.
Sent: Wednesday, September 10, 2014 11:19 AM
To: Jaffe, Leah Z.
Cc: Harrell, Claude T.; Thompson, Scott C.; Tursell, Beth; Crawford, Kevin
Subject: Dejas Management d/b/a McDonald's and McDonald's Corp as Joint and Single ERs (10-CA-135461)

Hi Leah.

The above charge was filed, on August 27, by the Southern Workers Organizing Committee and alleges that, in (b) (6), (b) (7)(C) 2014, the ER terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) PCA. (b) (5)

[REDACTED]

[REDACTED]. Can we process the Union's withdrawal request?

Thank you.

Shannon R. Mearns, Supervisory Attorney
National Labor Relations Board
Subregion 11
4035 University Parkway, Suite 200
P.O. Box 11467
Winston-Salem, NC 27116-1467
(Office) 336.631.5230 (Fax) 336.631.5210

From: [Lauren Bonds](#)
To: [Crawford, Kevin](#)
Subject: Re: (b) (6), (b) (7)(C) Affidavit
Date: Wednesday, September 10, 2014 9:56:03 AM

Charging Party would like to withdraw charge 10-CA-135461/Dejas Management

Best,

Lauren

On Wed, Sep 10, 2014 at 9:50 AM, Crawford, Kevin <Kevin.Crawford@nlrb.gov> wrote:

Ms. Bonds,

The withdrawal will be processed upon receipt of your email request. Thanks in advance.

Very respectfully,
Kevin S. Crawford
Board Agent
National Labor Relations Board - Subregion 11
4035 University Parkway, Suite 200
Winston-Salem, NC 27106-3325
Phone: [\(336\)631-5250](tel:(336)631-5250)

Fax: [\(336\)631-5210](tel:(336)631-5210)
E-mail: Kevin.Crawford@nlrb.gov

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Monday, September 08, 2014 9:09 AM
To: Crawford, Kevin
Subject: (b) (6), (b) (7)(C) Affidavit

Hi Mr. Crawford,

I have been trying to get in touch with (b) (6), (b) (7)(C) re: (b) (6), (b) (7)(C) upcoming affidavit but (b) (6), (b) (7)(C) phone has been disconnected. If we can't get in touch with (b) (6), (b) (7)(C) by the end of the day, we will withdraw (b) (6), (b) (7)(C) charge and refile it once we can contact (b) (6), (b) (7)(C). Apologies for any inconvenience.

Best,

Lauren

--

Lauren Bonds

Law Fellow

Service Employees International Union

--

Lauren Bonds

Law Fellow

Service Employees International Union

Case Name: Dejas Management d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers
Case No.: 10-CA-135461
Agent: Board Agent KEVIN S. CRAWFORD

CASEHANDLING LOG

| Date | Person Contacted | Method of Contact | Description of Contact or Activity |
|---------|------------------|-------------------|---|
| 8/28/14 | Paul Smith | Phone | Called Attorney Paul Smith to schedule an affidavit with his client (b) (6), (b) (7)(C) Mr. Smith informed me that Attorney Lauren Bonds will be representing (b) (6), (b) (7)(C) in this case. |
| 8/29/14 | Lauren Bonds | Phone | Received a telephone from Attorney Lauren Bonds to schedule an affidavit with her client (b) (6), (b) (7)(C) Ms. Bonds agreed to make (b) (6), (b) (7)(C) available to provide (b) (6), (b) (7)(C) affidavit on Wednesday, September 10, 2014 at 9:00 a.m. (b) (6), (b) (7)(C) |
| 8/29/14 | Shannon Meares | Phone | SA Shannon Meares (b) (5), (b) (6), (b) (7)(C) |
| 8/29/14 | Lauren Bonds | Phone | Called Attorney Lauren Bonds and requested that she make (b) (6), (b) (7)(C) available to provide an affidavit prior to September 10, 2014. As per Ms. Bonds, the only other day that (b) (6), (b) (7)(C) can provide an affidavit is September 5 (b) (6), (b) (7)(C), (b) (5) Ms. Bonds told me that she could talk to (b) (6), (b) (7)(C) and forward me an email regarding (b) (6), (b) (7)(C) availability. |
| 9/3/14 | Lauren Bonds | Email | Forwarded an email to Attorney Lauren Bonds requesting that the Union withdraw its charge if (b) (6), (b) (7)(C) is unavailable to provide (b) (6), (b) (7)(C) affidavit on Wednesday, September 10, 2014. The email has been uploaded into NxGen. |
| 9/8/14 | Kevin Crawford | Email | Received an email from Attorney Lauren Bonds informing me that (b) (6), (b) (7)(C) phone has been disconnected. For that reason, the Union |

| Date | Person Contacted | Method of Contact | Description of Contact or Activity |
|---------|------------------|-------------------|--|
| | | | may withdraw its charge if (b) (6), (b) (7)(C) cannot be contacted. |
| 9/10/14 | Kevin Crawford | Phone | Received a telephone call from Attorney Lauren Bonds informing me that (b) (6), (b) (7)(C) is unavailable to provide (b) (6), (b) (7)(C) affidavit today. Consequently, the Union has orally requested to withdraw its charge and intends to refile when (b) (6), (b) (7)(C) is available to provide an affidavit. Ms. Bonds will also forward an email to request withdrawal of the Union's charge. |
| 9/10/14 | Paul Smith | Phone | Called Attorney Paul Smith to get his approval to process the withdrawal of the Union's charge. Mr. Smith orally requested that the Union's charge be withdrawn. He will also forward an email requesting withdrawal of the Union's charge. |
| | | | |
| | | | |
| | | | |

From: [Paul Smith](#)
To: [Crawford, Kevin](#)
Cc: lauren.bonds@seiu.org; [Jaakov Schulman](#)
Subject: Case No 10-CA-135461
Date: Wednesday, September 10, 2014 10:19:15 AM

Kevin –

I would like to withdraw the charge in case number 10-CA-135461 (employee (b) (6), (b) (7)).

Best,

Paul E. Smith
Patterson Harkavy LLP
100 Europa Dr., Ste. 250
Chapel Hill, NC 27517
(919) 942-5200
(919) 942-5256 fax
www.pathlaw.com

Confidentiality Notice If you are not the intended recipient of this message, you are not authorized to intercept, read, print, retain, copy, forward, or disseminate this communication. This communication may contain information that is proprietary, attorney/client privileged, attorney work product, confidential or otherwise legally exempt from disclosure. If you have received this message in error, please notify the sender immediately either by phone, (919) 942-5200, or by return email and destroy all copies of this message (electronic, paper, or otherwise). Thank you.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210

September 11, 2014

Doreen S. Davis, Esq.
Jones Day
222 East 41st Street, 2nd Floor
New York, NY 10017-6702

Michael S. Ferrell, Esq.
Jones Day
77 W Wacker Drive, Suite 3500
Chicago, IL 60601-1701

Andrew G. Madsen, Esq.
Jones Day
77 W. Wacker Drive, Suite 3500
Chicago, IL 60601-1701

Joshua Grossman
Jones Day
222 E 41st Street
New York, NY 10017-6702

Gloria Santona, General Counsel
McDonald's Corp.
2111 McDonald's Drive
Oak Brook, IL 60523

Re: Dejas Management d/b/a McDonald's &
McDonald's Corp. as Joint and Single
Employers
Case 10-CA-135461

Dear Ms. Davis, Mr. Ferrell, Mr. Madsen, Mr. Grossman, Ms. Santona:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By:

A handwritten signature in black ink, appearing to read "Scott C. Thompson".

Scott C. Thompson
Officer in Charge

Dejas Management d/b/a McDonald's &
McDonald's Corp. as Joint and Single
Employers
Case 10-CA-135461

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cc: Dejas Management d/b/a McDonald's &
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